

Reference List

1. Aaras, A. The impact of ergonomic intervention on individual health and corporate prosperity in a telecommunications environment. *Ergonomics*. 1994; 37(10):1679-1696.
2. Andreoni, D. The Costs of Occupational Accidents and Diseases. Geneva: International Labor Office; 1986.
3. Arad, D. and Ryan, M. D. The incidence and prevalence in nurses of low back pain A definitive survey exposes the hazards. *The Australian Nurses Journal*. 1986; 16(1):44-48.
4. Ashford N. and Ergonomia Ltd. The importance of taking technological innovation into account in estimating the costs and benefits of worker health and safety regulation. Mossink J. and Licher F. In: Costs and benefits of occupational safety and health. Proceedings of the European Conference on Costs and Benefits of Occupational Safety and Health. The Hague; 1997.
5. Azar, J. Comments by Jack Azar, Vice President, Environment, Health & Safety, Xerox to OSHA, Docket No. S777, Exhibit 30-1963; 2000 Feb 18.
6. Baron, S. and Habes, D. J. Occupational musculoskeletal disorders among supermarket cashiers. *Scandinavian Journal of Work Environment & Health*. 1992; 18(suppl 2):127-129.
7. Bergqvist, U.; Wolgast, E.; Nilsson, B., and Voss, M. The influence of VDT work on musculoskeletal disorders. *Ergonomics*. 1995; 38(4):754-762.
8. ---. Musculoskeletal disorders among visual display terminal workers: individual, ergonomic, and work organizational factors. *Ergonomics*. 1995; 38(4):763-776.
9. Bernacki, E. J.; Guidera, J. A.; Schaefer, J. A.; Lavin, R. A., and Tsai, S. P. An ergonomics programs designed to reduce the incidence of upper extremity work related musculoskeletal disorders. *Journal of Occupational and Environmental Medicine*. 1999; 41(12):1032-1041.
10. Bernard, B. P.; Sauter, S. L.; Fine, L. J.; Petersen, M., and Hales, T. R. Job task and psychosocial risk factors for work-related musculoskeletal disorders among newspaper employees. *Scandinavian Journal of Work Environment & Health*. 1994; 20:417-426.
11. Biddle, J.; Roberts, K.; Rosenman, K. D., and Welch, E. M. What percentage of workers with work-related illness receive workers' compensation benefits? *Journal of Occupational and Environmental Medicine*. 1998; 40(4):325-331.

12. Biddle J.E. Wage Loss Report. Welch E. (ed.). Workers' compensation system performance audit, preliminary report. State of Washington. Joint Legislative Audit and Review Committee; 1998(; Appendix F).
13. Blanc. P.; Faucett, J.; Kennedy, J. J.; Cisternas, M., and Yelin, E. Self-reported carpal tunnel syndrome: predictors of work disability form the National Health Interview Survey Occupational Health Supplement. *American Journal of Industrial Medicine*. 1996; 30:362-368.
14. Boden, L. I. and Galizzi, M. Economic consequences of workplace injuries and illnesses: Lost earnings and benefit adequacy. *American Journal of Industrial Medicine*. 1999; 36():487-503.
15. Bovenzi, M.; Franzinelli, A.; Mancini, R.; Cannava, M. G.; Maiorano, M., and Ceccarelli, F. Dose-response relation for vascular disorders induced by vibration in the fingers of forestry workers. *Occupational and Environmental Medicine*. 1995; 52:722-730.
16. Bovenzi, M.; Zadini, A.; Franzinelli, A., and Borgogni, F. Occupational musculoskeletal disorders in the neck and upper limbs of forestry workers exposed to hand-arm vibration. *Ergonomics*. 1991; 34(5):547-562.
17. Brody B.; Letourneau Y., and Poirier A. Le cout des accidents du travail: Etat des connaissances. *Relations. Industrielles*. 1990; 45(1):94-115.
18. Brody, B.; Letourneau, Y., and Poirier, A. An indirect theory of work accident prevention. *Journal of Occupational Accidents*. 1990; 13:255-270.
19. Bureau of Labor Statistics. Employer costs for employee compensation - March 1999: U.S. Department of Labor, Bureau of Labor Statistics; 1999 Jun 24.
20. Burkhauser R.; Butle J.S. , and Kim Y.W. The Importance of Employer Accommodation on the Job of Workers with Disabilities: A Hazard Model Approach. *Labour Economics*. 1995; 3(1):109-130.
21. Burkhauser R. and Daly M. Employment and economic well-being following the onset of a disability. Mashaw J.; Reno V.; Burkhauser R., and Berkowitz M. (eds.). *Disability, Work, and Cash Benefits*. Kalamazoo, MI: Upjohn Institute for Employment Research; 1996; pp. 59-87.
22. Burton W.N.; Conti D.J.; Chen C-Y; Schultz M.S., and Edington D.W. The role of health risk factors and disease on worker productivity. *JOEM*. 1999; 41(10):863-877.
23. Butler R.; Johnson W., and Baldwin M. Managing work disability: why first return to work is not a measure of success. *Industrial and Labor Relations Review*. 1995; 48(3):452-469.
24. Chatterjee, D. S. Workplace upper limb disorders: a prospective study with intervention. *Occupational Medicine*. 1992; 42:129-136.

25. Chiang, H.-C.; Ko, Y.-C.; Chen, S.-S.; Yu, H.-S.; Wu, T.-N., and Chang, P.-Y. Prevalence of shoulder and upper limb disorders among workers in the fish-processing industry. *Scandinavian Journal of Work Environment & Health*. 1993; 19():126-131.
26. City of Seattle. Office ergonomics program, Seattle City Light, Seattle, Washington; 2000 Jan 30.
27. Dasinger L.K.; Krause N.; Deegan L.J.; Brand R.J., and Rudolph L. Duration of work disability after low back injury: a comparison of administrative and self-reported outcomes. *American Journal of Industrial Medicine*. 1999; 35:619-631.
28. Dawson S. Workers' compensation in Pennsylvania: the effects of delayed contested cases. *Journal of Health and Social Policy*. 1994; 6(1):87-100.
29. De Krom, M. C. T. F. M.; Kester, A. D. M.; Knipschild, P. G., and Spaans, F. Risk factors for carpal tunnel syndrome. *American Journal of Epidemiology*. 1990; 132(6):1102-1111.
30. Echard, M.; Smolenski, S., and Zamiska, M. Ergonomic considerations: engineering controls at Volkswagen of America. *Ergonomic Intervention*; pp. 117-131.
31. English, C. J.; Maclaren, W. M.; Court-Brown, C.; Hughes, S. P. F.; Porter, R. W.; Wallace, W. A.; Graves, R. J.; Pethick, A. J., and Soutar, C. A. Relations between upper limb soft tissue disorders and repetitive movements at work. *American Journal of Industrial Medicine*. 1995; 27:75-90.
32. Evanoff, B. A.; Bohr, P. C., and Wolf, L. D. Effects of a participatory ergonomics team among hospital orderlies. *American Journal of Industrial Medicine*. 1999; 35():358-365.
33. Faucett, J. and Rempel, D. Musculoskeletal symptoms related to video display terminals use, an analysis of objective and subjective exposure estimates. *AAOHN Journal*. 1996; 44(1):33-39.
34. ---. VDT-related musculoskeletal symptoms: interactions between work posture and psychosocial work factors. *American Journal of Industrial Medicine*. 1994; 26:597-612.
35. Feuerstein M.; Hult S., and Houle M. Environmental stressors and chronic low back pain: life events, family and work environment. *Pain*. 1985; 22:295-307.
36. Foley, M. P. and Silverstein, B. A. *Musculoskeletal Disorders, Risk Factors and Prevention Steps, A survey of Employers in Washington State*. Olympia Washington: WA Department of Labor and Industries; 1999.
37. Fransson-Hall, C.; Bystrom, S., and Kilbom, A. Self-reported physical exposure and musculoskeletal symptoms of the forearm-hand among automobile assembly-line

- workers. *Journal of Occupational and Environmental Medicine*. 1995; 37(9):1136-1144.
38. Frost, P. and Andersen, J. H. Shoulder impingement syndrome in relation to shoulder intensive work. *Occupational and Environmental Medicine*. 1999; 56():494-498.
 39. Frost, P.; Andersen, J. H., and Nielsen, V. K. Occurrence of carpal tunnel syndrome among slaughterhouse workers. *Scandinavian Journal of Work Environment & Health*. 1998; 24(4):285-292.
 40. Fulton-Kehoe D.; Franklin G.; Weaver M., and Cheadle A. Years of productivity lost among injured workers in Washington State: modeling disability burden in workers' compensation. *American Journal of Industrial Medicine*. 2000; 37:656-662.
 41. Galizzi, M. and Boden, L. I. What are the most important factors shaping return to work? Evidence from Wisconsin. Canada: The Workers Compensation Research Institute; 1996.
 42. Garg, A. Long-term effectiveness of "zero-lift program" in seven nursing homes and one hospital. Wisconsin; 1999 Aug 16; U60/CCU512089-02.
 43. ---. Reducing safety and ergonomic hazards with a zero-lift program. *Long Term Care*. 1997; Nov./Dec():26-27.
 44. Garg, A. and Owen, B. D. Reducing back stress to nursing personnel: an ergonomic intervention in a nursing home. *Ergonomics*. 1992; 35(11):1353-1375.
 45. General Accounting Office. Worker protection: Private sector ergonomics programs yield positive results. Report to Congressional Requesters. 1997(; GAO/HEHS-97-163).
 46. Getty, R. L. Ergonomics improvement are cost effective [Web Page]: Ergo Buyer. Accessed 1999 May 4.
 47. Gunderson M. and Hyatt D. Do injured workers pay for reasonable accommodation? *Industrial and Labor Relations Review*. 1996; 50(1):92-104.
 48. Haveman R. and Wolfe B. The economic well-being of the disabled, 1962-1984. *The Journal of Human Resources*. 1990; 25(1):32-54.
 49. Heinrich, H. W. Industrial accident prevention: A scientific approach. 4th edition. New York: Wiley; 1959.
 50. Helander, M. G. and Burri, G. J. Cost effectiveness of ergonomics and quality improvements in electronics manufacturing. *International Journal of Industrial Ergonomics*. 1995; 15():137-151.

51. Helliwell, P. S.; Mumford, D. B.; Smeathers, J. E., and Wright, V. Work related upper limb disorder: the relationship between pain, cumulative load, disability, and psychological factors. *Annals of the Rheumatic Diseases*. 1992; 51:1325-1329.
52. Henderson, C. Back injuries: let's talk turkey. *Safety + Health*. 1998;():74-75.
53. Hertzman, C.; McGrail, K., and Hirtle, B. Overall pattern of health care and social welfare use by injured workers in the British Columbia Cohort. *International Journal of Law and Psychiatry*. 1999; 22(5-6):581-601.
54. Hinze, J. Indirect costs of construction accidents. Seattle: University of Washington; 1991.
55. Hinze, J. and Applegate, L. L. Costs of construction injuries. *Journal of Construction Engineering and Management*. 1991; 117(3):537-550.
56. Hochanadel, C. D. and Conrad, D. E. Evolution of an on-site industrial physical therapy program. *Journal of Occupational Medicine*. 1993; 35(10):1011-1016.
57. Holland, T. H. Injury rates plummet with behavior-management program. *Safety & Health*. 1991; (November):50-53.
58. Holmstrom, E. B.; Lindell, J., and Moritz, U. Low back and neck/shoulder pain in construction workers: occupational workload and psychosocial risk factors - part 2: relationship to neck and shoulder pain. *Spine*. 1992; 17(6):672-677.
59. Holmstrom, E. B.; Lindell, J., and Mortiz, U. Low back and neck/shoulder pain in construction workers: occupational workload and psychosocial risk factors Part 1: relationship to low back pain. *Spine*. 1992; 17(6):663-671.
60. Jensen, L. K.; Mikkelsen, S.; Loft, I. P.; Eeberg, W.; Bergmann, I., and Logager, V. Radiographic knee osteoarthritis in floorlayers and carpenters. *Scandinavian Journal of Work Environment & Health*. 2000; 26(3):257-262.
61. Jensen, L. K.; Petersen, I. P.; Eenberg, W.; Bergmann, I.; Logager, V.; Sinding, J., and Mikkelsen, S. Knee strain and knee disorders in carpenters and floor- and carpet layers. *Proceedings of the 13th Triennial Congress of the International Ergonomics Assoc.; Tampere, Finland. Helsinki: Finnish Institute of Occupational Health; 1997.*
62. Jones, R. J. Corporate ergonomics program of a large poultry processor. *American Industrial Hygiene Association Journal*. 1997; 58():132-137.
63. Katz, J. N.; Lew, R. A.; Bessette, L.; Punnett, L.; Fossel, A. H.; Mooney, N., and Keller, R. B. Prevalence and predictors of long-term work disability due to carpal tunnel syndrome. *American Journal of Industrial Medicine*. 1998; 33:543-550.
64. Kelsey, J. L.; Githens, P. B.; White III, A. A.; Holford, T. R.; Walter, S. D.; O'Connor, T.; Ostfeld, A. M.; Weil, U.; Southwick, W. O., and Calogero, J. A. An epidemiology

study of lifting and twisting on the job and risk for acute prolapsed lumbar intervertebral disc. *Journal of Orthopaedic Research*. 1984; 2():61-66.

65. Kerr, M. S.; Frank, J. W.; Shannon, H. S.; Norman, R. W.; Wells, R. P.; Neumann, W. P.; Bombardier, C., and OUBPS Group. Biomechanical and psychosocial risk factors for low back pain at work. *American Journal of Public Health*(in Press). 2000
66. Klen, T. Costs of occupational accidents in forestry. *Journal of Safety Research*. 1989; 20(31):31-40.
67. Krause N.; Dasinger L.K.; Deegan L.J.; Brand R.J., and Rudolph L. Alternative approaches for measuring duration of work disability after low back injury based on administrative workers' compensation data. *American Journal of Industrial Medicine*. 1999; 35:604-618.
68. Kurppa, K.; Viikari-Juntura, E.; Kuosma, E.; Huuskonen, M., and Kivi, P. Incidence of tenosynovitis or peritendinitis and epicondylitis in a meat-processing factory. *Scandinavian Journal of Work Environment & Health*. 1991; 17:32-37.
69. Laflin, K. and Aja, D. Health care concerns related to lifting: an inside look at intervention strategies. *The American Journal of Occupational Therapy*. 1995; 49(1):63-72.
70. Lanoie, P. and Trottier, L. Costs and benefits of preventing workplace accidents: going from a mechanical to a manual handling system. *Journal of Safety Research*. 1998; 29(2):65-75.
71. Latko, W. A.; Armstrong, T. J.; Franzblau, A.; Ulin, S. S.; Werner, R. A., and Albers, J. W. Cross-sectional study of the relationship between repetitive work and the prevalence of upper limb musculoskeletal disorders. *American Journal of Industrial Medicine*. 1999; 36:248-259.
72. Latza, U.; Karmaus, W.; Sturmer, T.; Steiner, M.; Neth, A., and Rehder, U. Cohort study of occupational risk factors of low back pain in construction workers. *Occupational and Environmental Medicine*. 2000; 57():28-34.
73. Laufer A. Construction accident cost and management safety motivation. *Journal of Occupational Accidents*. 1987; 8:295-315.
74. Leclerc, A.; Franchi, P.; Cristofari, M. F.; Delemotte, B.; Mereau, P.; Teyssier-Cotte, C.; Touranchet, A., and Study Group of Repetitive Work. Carpal tunnel syndrome and work organisation in repetitive work: a cross sectional study in France. *Occupational and Environmental Medicine*. 1998; 55:180-187.
75. Leopold, E. and Leonard, S. Costs of construction accidents to employers. *Journal of Occupational Accidents*. 1987; 8:273-294.
76. Levenstein, C. Economic losses from repetitive strain injuries. *Occupational Medicine*. 1999; 14(1):149-160.

77. Levitt, R. E. Improving construction safety performance; 1982 Jan; Report A-3.
78. Liira, J. P.; Shannon, H. S.; Chambers, L. W., and Haines, T. A. Long-term back problems and physical work exposures in the 1990 Ontario health survey. *American Journal of Public Health*. 1996; 86(n):382-387.
79. Mandell, P. J.; Weitz, E.; Berstein, J. I.; Lipton, M. H.; Morris, J.; Bradshaw, D.; Bodkin, K. P., and Mattmiller, B. Isokinetic trunk strength and lifting strength measures. *Spine*. 1993; 18(16):2491-2501.
80. Mansfield, J. A. and Armstrong, T. J. Library of congress workplace ergonomics program. *American Industrial Hygiene Association Journal*. 1997; 58(2):138-144.
81. Marras, W. S.; Lavender, S. A.; Leurgans, S. E.; Fathallah, F. A.; Ferguson, S. A.; Allread, W. G., and Rajulu, S. L. Biomechanical risk factors for occupationally related low back disorders. *Ergonomics*. 1995; 38(2):377-410.
82. McGrail Jr., M. P.; Tsai, S. P., and Bernacki, E. J. A comprehensive initiative to manage the incidence and cost of occupational injury and illness
Report of a outcomes analysis . *Journal of Occupational and Environmental Medicine*. 1995; 37(11):1263-1268.
83. Mckenzie, F.; Storement, J.; Van Hook, P., and Armstrong, T. J. A program for control of repetitive trauma disorders associated with hand tool operations in a telecommunications manufacturing facility. *Industrial Hygiene Association Journal*. 1985; 46(11):674-678.
84. Melhorn, J. M. A prospective study for upper-extremity cumulative trauma disorders of workers in aircraft manufacturing. *Journal of Occupational and Environmental Medicine*. 1996; 38(12):1264-1271.
85. Melhorn, J. M.; Wilkinson, L.; Gardner, P.; Horst, W. D., and Silkey, B. An outcomes study of an occupational medicine intervention program for the reduction of musculoskeletal disorders and cumulative trauma disorders in the workplace. *Journal of Occupational and Environmental Medicine*. 1999; 41(10):833-846.
86. Miller J.D. and Kimmel L. Public attitudes toward science and technology, 1979-1997, Integrated Codebook. (also includes unpublished tabulations and personal correspondence). Chicago: Chicago Academy of Sciences, International Center for the Advancement of Scientific Literacy; 1997.
87. Moore, J. S. and Garg, A. Participatory ergonomics in a red meat packing plant, part I: Evidence of long-term effectiveness. *American Industrial Hygiene Association Journal*. 1997; 58():127-131.
88. ---. Participatory Ergonomics in a red meat packing plant part II: case studies. *American Industrial Hygiene Association Journal*. 1997; 58:498-508.

89. Morse, T. F.; Dillon, C.; Warren, N.; Levenstein, C., and Warren, A. The economic and social consequences of work-related musculoskeletal disorders: the Connecticut upper-extremity surveillance project (cusp). *International Journal of Occupational Environmental Health*. 1998; 4(4):209-216.
90. Narayan, M. and Rudolph, L. Ergonomic improvements in a medical device assembly plant: a field study. *Proceedings of the Human Factors and Ergonomics Society 37th Annual Meeting-1993*. 1993; 812-816.
91. National Academy of Social Insurance. *Workers' compensation: benefits, coverage, and costs, 1994-1995 new estimates*: National Academy of Social Insurance; 1997.
92. Nelson, N. A. and Silverstein, B. A. Workplace changes associated with a reduction in musculoskeletal symptoms in office workers. *Human Factors*. 1998; 40(2):337-350.
93. Nerhood, H. L. and Thompson, S. W. Adjustable sit-stand workstations in the office. *Proceedings of the Human Factors and Ergonomics Society 38th Annual Meeting*; 1994.
94. NIOSH. *National Occupational Exposure Survey: Analysis of Management Interview Responses. Question 65: Turnover rate among non-administrative permanent employees. Field interviews conducted 1981-1983.*: NIOSH, Centers for Disease Control, Public Health Service, U.S. Department of Health and Human Services; 1988; 658-662. 658-662.
95. --. *Revised NIOSH lifting equation*. Cincinnati, Ohio: U.S. Department of Health and Human Services, Public Health Service, Centers for Disease Control, National Institute for Occupational Safety and Health; 1994; DHHS (NIOSH) Publication #94-110.
96. Nordstrom, D. L.; Vierkant, R. A.; DeStefano, F., and Layde, P. M. Risk factors for carpal tunnel syndrome in a general population. *Occupational and Environmental Medicine*. 1997; 54():734-740.
97. Nyran, P. I. *Cost effectiveness of core-group training*. *Advances in Industrial Ergonomics and Safety III*. 1991
98. Office of Technology Assessment . *Gauging control technology and regulatory impacts in occupational safety and health: an appraisal of OSHA's analytic approach*. Washington, D.C.: U.S. Government Printing Office; 1995 Sep; OTA-ENV-635.
99. OSHA. *OSHA Ergonomics Survey*. In: *Ergonomics Manual: Occupational and Process Matrices*. U.S. Department of Labor, Occupational Safety and Health Administration; 1993.
100. --. *Preliminary economic analysis and initial regulatory flexibility analysis for the Occupational Safety and Health Administration's proposed ergonomics program*

standard: U.S. Department of Labor, Occupational Safety and Health Administration; 1999.

101. --. Preliminary regulatory impact analysis (PRIA) for the ergonomic protection standard; 1994.
102. Oxenburgh, M. Increasing productivity and profit through health and safety. Australia: CCH International; 1991.
103. Oxenburgh, M. S. Cost-benefit analysis of ergonomics programs. *American Industrial Hygiene Association Journal*. 1997; 58():150-156.
104. Oxenburgh, M. S. and Guldberg, H. H. The economic and health effects on introducing a safe manual handling code of practice. *International Journal of Industrial Ergonomics*. 1993; 12:241-253.
105. Parenmark, G.; Malmkvist, A.-K., and Ortengren, R. Ergonomic moves in an engineering industry: effects on sick leave frequency, labor turnover and productivity. *International Journal of Industrial Ergonomics*. 1993; 11():291-300.
106. Pransky, G.; Benjamin, K.; Hill-Fotouchi, C.; Himmelstein, J.; Fletcher, K. E.; Katz, J. N., and Johnson, W. G. Outcomes in work-related upper extremity and low back injuries: Results of a retrospective study. *American Journal of Industrial Medicine*. 2000; 37():400-409.
107. Punnett L. The costs of work-related musculoskeletal disorders in automotive manufacturing. *New Solutions*. 1999; 9(4):403-426.
108. Punnett, L.; Fine, L. J.; Keyserling, W. M.; Herrin, G. D., and Chaffin, D. B. Back disorders and nonneutral trunk postures of automobile assembly workers. *Scandinavian Journal of Work Environment & Health*. 1991; 17:337-346.
109. ---. Shoulder disorders and postural stress in automobile assembly work. *Scandinavian Journal of Work Environment & Health*. 2000; 26(4)
110. Reid, J.; Ewan, C., and Lowy, E. Pilgrimage of pain: The illness experiences of women with repetition strain injury and the search for credibility. *Social Science Medicine*. 1991; 32(5):601-612.
111. Reville, R. T. The impact of a disabling workplace injury on earnings and labor force participation. Elsevier Science B.V.; 1999.
112. Ridyard, D. T. A successful applied ergonomics program for preventing occupational back injuries. *Proceedings of the Annual International Industrial Ergonomics and Safety Conference; Montreal, Quebec*. New York: Taylor & Francis; 1990: 125-321. *Advances in Industrial Ergonomics and Safety II*.

113. Ridyard, D. T. and Hathaway, J. The three dimensions of an ergonomics program. *Occupational Hazards*. 2000; February():41-44.
114. Rinefort F.C. A new look at occupational safety: a cost benefit analysis of selected Texas industries. *Professional Safety*. 1997; (Sept.):8-13, 54-55.
115. Roquelaure, Y.; Mechali, S.; Dano, C.; Fanello, S.; Benetti, F.; Bureau, D.; Mariel, J.; Martin, Y.-H.; Derriennic, F., and Penneau-Fontbonne, D. Occupational and personal risk factors for carpal tunnel syndrome in industrial workers. *Scandinavian Journal of Work Environment & Health*. 1997; 23:364-369.
116. Rosenman, K. D.; Gardiner, J. C.; Wang, J.; Biddle, J.; Hogan, A.; Reilly, M. J.; Roberts, K., and Welch, E. Why most workers with occupational repetitive trauma do not file for workers' compensation. *Journal of Occupational and Environmental Medicine*. 2000; 42(1):25-34.
117. Rossignol, A. M. Video display terminal use and reported health symptoms among Massachusetts clerical workers. *Journal of Occupational and Environmental Medicine*. 1987; 29(2):112-118.
118. Shi, L. A cost-benefit analysis of a California county's back injury prevention program. *Public Health Reports*. 1993; 108(2):204-211.
119. Silverstein, B. A.; Fine, L. J., and Armstrong, T. J. Hand wrist cumulative trauma disorders in industry. *British Journal of Industrial Medicine*. 1986; 43():779-784.
120. ---. Occupational factors and carpal tunnel syndrome. *American Journal of Industrial Medicine*. 1987; 11:343-358.
121. Silverstein, B. A. and Foley, M. Employer survey on work-related musculoskeletal disorders, risk factors and prevention steps in Washington State. *Proceedings of the international ergonomics association XIVTH triennial congress; San Diego, California*. 2000.
122. Simonds R.H. and J. Grimaldi. *Safety Management: accident cost and control*. R.D. Irwin; 1963.
123. Sinclair, S. J.; Hogg-Johnson, S.; Mondloch, M. V., and Shields, S. A. The effectiveness of an early active intervention program for workers with soft-tissue injuries. *Spine* . 1997; 22(24):2919-2931.
124. Smedley, J.; Egger, P.; Cooper, C., and Coggon, D. Manual handling activities and risk of low back pain in nurses. *Occupational Environmental Medicine*. 1995; 52():160-163.
125. Smith, M. J. A case study of a participatory ergonomics and safety program in a meat processing plant. *Proceedings of the 12th Triennial Congress of the International*

Ergonomics Association; Toronto, Canada. Toronto: Human Factors Association of Canada; 1994: 114-116. v. Part 1).

126. Spilling S.; Eitrheim J., and Aaras A. Cost-benefit analysis of work environment investment at STK's telephone plant at Kongsvinger. Couch D. The Economics of Ergonomics. Occupational Health and Safety, Canada, 1990; 1986.
127. Stobbe, T. J.; Plummer, R. W.; Jensen, R. C., and Attfield, M. D. Incidence of low back injuries among nursing personnel as a function of patient lifting frequency. Journal of Safety Research. 1988; 19(1):21-26.
128. Stuart-Buttle, C. Summary of effectiveness of an ergonomics program. 1994: 1-2.
129. Tadano, P. A safety/prevention program for VDT operators: one company's approach. Journal of Hand Therapy. 1990; 3(2):64-71.
130. Tarasuk V. and Eakin J. Back problems are for life: perceived vulnerability and its implications for chronic disability. Journal of Occupational Rehabilitation. 1994; 4(1):55-64.
131. Thompson D.A.; McEvers D.C., and Olsen C.H. Case study on data entry system design. Couch D. The Economics of Ergonomics. Occupational Health and Safety, Canada, 1990; 1986.
132. Thun, M.; Tanaka, S.; Smith, A. B.; Halperin, W. E.; Lee, S. T.; Luggen, M. E., and Hess, E. V. Morbidity from repetitive knee trauma in carpet and floor layers. British Journal of Industrial Medicine. 1987; 44():611-620.
133. Townes, M. and Imrhan, S. N. Use of ergonomic line balancing and a "pull" system to reduce CTDs in electronics assembly: a case study. Karwowski, W. and Yates, J. Proceedings of the Annual International Industrial Ergonomics and Safety Conference; Lake Tahoe, Nevada. New York: Taylor & Francis; 1991: 163-168. Advances in Industrial Ergonomics and Safety III.
134. Venning, P. J.; Walter, S. D., and Stitt, L. W. Personal and job-related factors as determinants of incidence of back injuries among nursing personnel. Journal of Occupational Medicine. 1987; 29(10):820-825.
135. Viscusi W.K. The value of risks to life and health. Journal of Economic Literature. 1993; 31:1912-1946.
136. Waters, T. R.; Baron, S. L.; Piacitelli, L. A.; Anderson, V. P.; Skov, T.; Haring-Sweeney, M.; Wall, D. K., and Fine, L. J. Evaluation of the revised NIOSH lifting equation. Spine. 1999; 24(4):386-395.
137. Westgaard, R. H. and Winkel, J. Ergonomic intervention research for improved musculoskeletal health: a critical review. International Journal of Industrial Ergonomics. 1997; 20():463-500.

138. Wickstrom, G.; Hyytiainen, K.; Laine, M.; Pentti, J., and Selonen, R. A five-year intervention study to reduce low back disorders in the metal industry. *International Journal of Industrial Ergonomics*. 1993; 12():25-33.
139. Wiesel, S. W.; Boden, S. D., and Feffer, H. L. A quality-based protocol for management of musculoskeletal injuries. *Clinical Orthopaedics and Related Research*. 1994; April(301):164-176.
140. Worrell, G. A. and Wirtz, S. Complete ergonomics benefits case study: Flesher machine operation. Norcross, GA: Shock Design, Inc.; 1999; pp. 77-79.